

## Tariff 2021/ Salary settlements 2021

- General central pay growth to all employees,
  - Ltr. 19 – 50: 0,9 % + NOK 5.500,-
  - Ltr. 51 – 67 (LT 52: 0,9 % + NOK 5.300,-, ..... LT 67: 0,9 % + NOK 1700,-)
  - Ltr. 68 – 101: 0,9 % + NOK 1.500,-
- 1,4% is to be distributed through local wage negotiations.
  - The negotiation will be completed before the mid of November.
  - The negotiation will have effect from May 1. 2021
- This year is a so-called intermediate pay settlement. **The amount available is in general smaller than amount in the main pay settlement and this will affect the room to reward individual achievements.**
- **Employees who have already been granted a pay rise in 2021** as a result of a salary assessment within the first 12 months of employment, salary negotiations on special grounds or in connection with promotion to professor, **will not be considered for further salary increases on an individual basis in this year's local salary negotiations.**

# Local guidelines and priorities (paraplyen.nhh.no)

- All criteria in NHH's salary policy will be emphasized in the local salary negotiations.
- **Employees in teaching and research positions** will be subject to an overall assessment based on: *Good research, teaching and dissemination results. In addition, academic engagement that promotes the best interests of the academic community and NHH will also be emphasised.*
- **Employees in technical/administrative positions will be subject to an overall assessment based on:**
  - The quality of the work, including effort, results and efficiency.
  - Shows initiative and/or contributes to the development and increased efficiency of work tasks and processes.
  - Takes independent initiatives for development work within the employee's area of responsibility.
  - Has taken part in relevant competence-development measures.
  - Assessments of employment position codes for technical and administrative roles will be partially based on the document *Veiledende stillingsbeskrivelse av stillingsinnhold og kvalifikasjonskrav (teknisk/administrative stillinger)* ('Advisory description of content of and qualification requirements for positions' (technical/administrative positions) – available in Norwegian only).
- All employees will be assessed based on section 2.2.1 of the local salary policy
- **Employees in managerial positions** will also be assessed based on section 2.2.4 of the local salary policy.

## How to write a good salary claim

- Brief and focused with argumentation linked to local wage policy and the specific requirement mentioned on Paraplyen
- Please state the date of the previous salary increase or last change of position code
- Include development since last pay rise
- A neat, punctual summary of the arguments makes it easier for the local union representative during the negotiations.

[https://www.forskerforbundet.no/Documents/tariff/skjema/ENG\\_Veiledning\\_kravskjema.pdf](https://www.forskerforbundet.no/Documents/tariff/skjema/ENG_Veiledning_kravskjema.pdf)

## Local wage negotiations

- Employees in teaching and research positions send the claim form to [Sigrid Lise Nonås](#).
- Employees in technical/administrative positions send the claim form to [James Hosea](#).
- **Application deadline Friday September 24.**
- The salary negotiations will be completed by mid-November 2021.
  - The manager with personnel responsibility will inform their employees on the results of the individual salary negotiation.
- The employer will provide general information about the wage negotiations in Paraplyen.

## Expectations for salary increases

- Efforts and results over the last 24 months will form the basis of individual salary evaluations.
- One would expect more from those who earn more
- Limited funds available for salary increases (1.4% of calculated salaries).
- This year is a so-called intermediate pay settlement. **The amount available is limited and will affect the room to reward individual achievements.**

## Negotiation on special terms

*See Hovedtariffavtalen (HTA) 2.5.3*

- Significant changes have occurred since employment or last salary adjustment
- Planned or implemented efficiency measures or measures that increase productivity.
- Recruit or retain specially qualified labor (HTA 2.5.3.2)
- Extraordinary work effort (HTA 2.5.3.2)
- Salary differences that can not be explained by other than gender should be corrected
- Unjustified pay differentials after mergers

## **Other possibilities for salary increase**

- New assessment of salary within one year after employment
- Upon transition from temporary to permanent employment
- Automatic promotion of seniority for employees on payroll  
Expertise, eg. doctoral degree or professor's degree
- Time-limited additions, eg. management function for a fixed period, deputy or temporary staff in higher positions.